DoD VPP CX

Development, Validation, Implementation and Enhancement of a Voluntary Protection Programs Center of Excellence (VPP CX) Capability for Department of Defense (DoD)

Creating a Healthy Partnership: Strategies for Union Participation

DoD Lead Agent:
Office of the Assistant Secretary of the Army (Installations and Environment)

Department of Defense Voluntary Protection Programs Center of Excellence

Operated by:
CTC Concurrent Technologies Corporation

Objectives

After this training you will be able to:

- Understand participation requirements for VPP
- Define employee rights
- Describe communication and training for unions and employees
- Describe committees and mentors for unions
- Define the role of Leadership in union involvement.

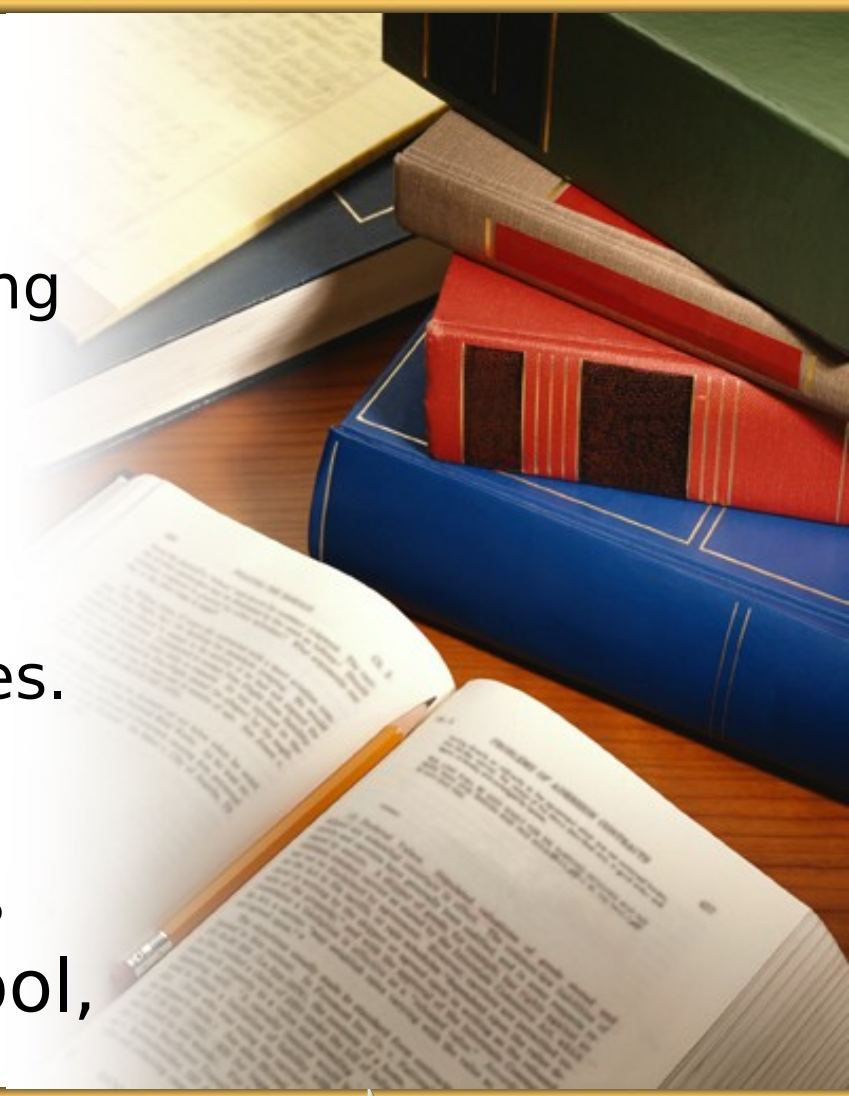
Unions and VPP

- VPP is a cooperative partnership between the Occupational Safety and Health Association (OSHA) – Management and Labor
- Some key items to develop this partnership are to:
  - Involve the unions early
  - Make the unions part of the decision to begin the path to safety and health (S&H) excellence
  - Consult Collective Bargaining Agreement (CBA) and Union By-Laws for your organization.

Participation Requirements

Participation Requirements

- Support requirements to participate in VPP include:
  - Written documentation stating union support
  - Majority of employees represented by a union support the site's participation
  - Participation on S&H activities.
- Union has the right to withdraw its support at anytime for S&H concerns
- S&H is not a bargaining tool, but a responsibility.



Support Letter

Dear _____:

The International Brotherhood of Chemical Workers (IBCW), Local 3-593, is in full support of this site's pursuit and participation in the Voluntary Protection Programs (VPP).

We understand that Occupational Safety and Health Administration (OSHA) created VPP to encourage and recognize excellence in safety and health, and to accomplish OSHA's mission of protecting America's workers through voluntary efforts. We understand the requirements of the program are based on comprehensive safety and health management systems, with our represented employees actively and meaningfully involved in the safety and health program.

We, the undersigned, respectfully submit this statement of support for participation in the VPP and request consideration for membership in VPP.

_____

Joe Smith
Collective Bargaining Agent

Date: _____

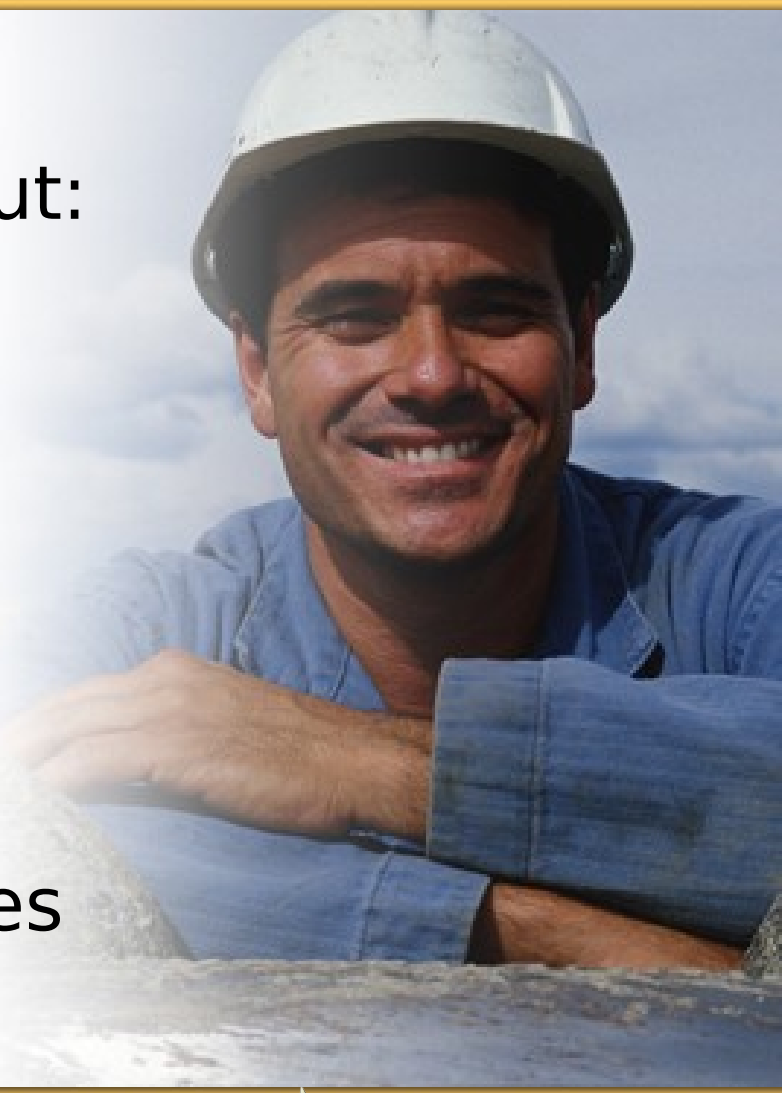
Employee Rights

- All employees must understand that:
  - Participation in VPP still incorporates all the same rights under the Occupational Safety and Health Act (OSH)
  - Employees must receive feedback on suggestions, ideas and reports of hazards.

Communication & Training

Communication for Employees and Unions

- OSHA VPP requires that employees be notified about:
  - Site's participation in VPP
  - Feedback on such items as hazard abatement, industrial hygiene sampling (IH)
  - Rights in accordance with the OSH Act.
- Union involvement in this communication process is critical to ensure VPP thrives in the workplace.



Training

- Train union members on such activities as:
  - Conducting safety inspections
  - Investigating accidents
  - Creating job hazard analysis (JHA) and job safety analysis (JSA).
- Engage union members and other employees in the training process.

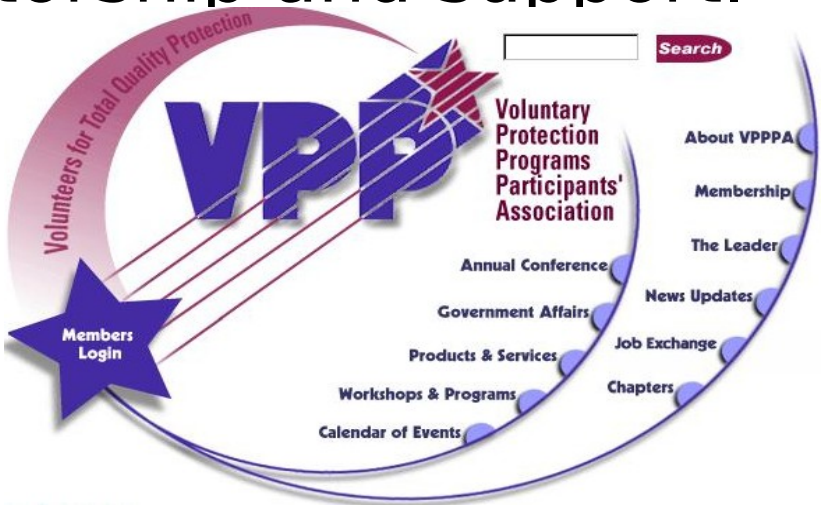
Committees and Mentorship

Committees

- Consider forming committees that include fifty percent management and fifty percent union/labor (states employee reps = management reps)
- Consider using union members as Committee Chairs
- Make committee meeting minutes available for distribution throughout the workforce
- Consider using committees and sub-committees to address S&H related issues such as trending, goal setting, training needs etc.

Mentorship

- Utilize union members from other VPP sites to help initiate and develop VPP programs at new sites
- Consider utilizing the VPPPA to assist with union mentorship and support.



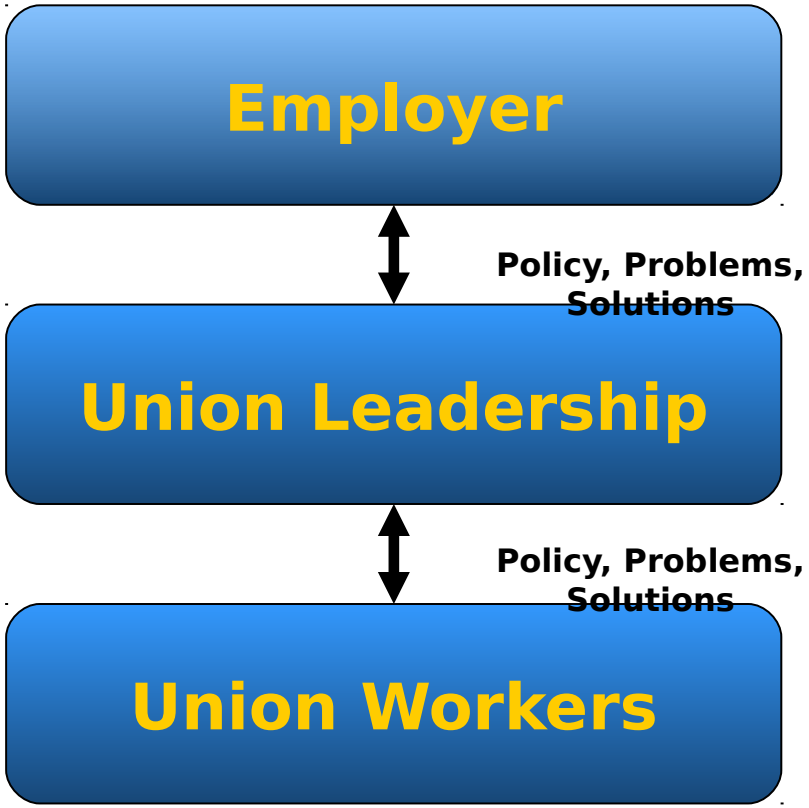
Employee / Union Involvement

Union Participation in VPP

- Union employees must be involved in three meaningful ways in the VPP process such as:
  - Safety committees
  - Hazard analysis” JSA/JHA development
  - Monthly safety inspections
  - Accident/incident investigations
  - Hazard recognition.

Employee / Union Involvement

- Unions are built on loyalty
- Union leadership is a conduit for S&H communication
- Create a workable partnership.



Leadership Role

Leadership Role

- Partner early with Recognized Bargaining Unit Representatives to implement VPP
- Provide resources and time to manage the program and encourage active employee participation
- Ensure that S&H issues are a high priority; eliminate barriers to hazard abatement measures.

Summary

In this section you learned about:

- Participation requirements for VPP
- Employee rights
- Communication and training for unions and employees
- Committees and mentors for unions
- The role of Leadership in union involvement.

Questions?